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██████████ - Promotion of

Division Chief's Endorsement

1. We have retained this proposed action in the Division Office for quite some time, both because the proposed jump is a crucial one into the highest grade category and because ██████████ is a difficult person to assess. We have concluded after this assessment that ██████████ should be promoted to GS-13 and so recommend.

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2. ██████████ for the past year has in effect been chief without title of the Economic Section of the Petroleum Branch. Moreover, he has been the only member formally assigned to this section, although others have contributed to its work. In these capacities, ██████████ has had charge of the activities of the Branch most closely related to economics qua economics; more particularly, he has been in charge of producing and in part coordinating the production of Branch contributions to WIE's. He has discharged these duties in a conspicuously satisfactory manner, such as to give promise that he can perform at the level of a GS-13.

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25X1A9a

3. ██████████ has been responsible for the production of the material here attached. We think that his Intelligence Memorandum, IM-413, shows particular evidence of the ability to detect a significant economic development and to analyze it in a written publication.

25X1A9a

4. We have determined from D/A that its experiences with ██████████ have been very impressive ones. As an Acting D/A Branch Chief put it, ██████████ was quick to perceive what D/A's requirements were, able to match these requirements against the capabilities of the Branch to meet them, and able to turn out very fine work in response to the requirements. This individual was aware of the reason for the query and felt that ██████████ would be worthy of promotion.

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5. ██████████ has done a considerable amount of outside study in order to earn himself the M.A. in economics. As indicated in the Branch Chief's statement, ██████████ has completed his formal requirements for the M.A. in economics. He is also an excellent linguist, thoroughly familiar with Russian source material of all kinds. As the Branch Chief indicates, he has provided very useful support to other analysts in the Branch on matters involving economics or Communist economic theory.

25X1A9a

- 2 -

25X1A9a

6. Reference was made earlier to the difficulty of assessing [REDACTED]. This difficulty is based largely, I think, on the far from favorable impression that he makes in face-to-face conversation. He is no ball of fire, is far from being dynamic, and not the sort of person who by force of charm or personality can win friends and influence people. Rather, he is quiet, almost retiring, and sometimes even inarticulate. We believe, however, that these qualities disguise a considerable amount of ability, rather than reflect the lack of ability.

25X1A9a

7. Of the 21 GS-12's in the Division, [REDACTED] ranks 7th from the standpoint of time in grade, and is believed to be most highly qualified for promotion at this time to this particular position.

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Approval (not) recommended _____

Chief, Economic Research

Comment:

Approval (not) recommended _____

Chief, Administrative Staff

Comment: